

John Frehse, Managing Partner



Building the Bridge Between Operational Best Practices and Employee Morale

John Frehse speaks around the world on a variety of best practices in the labor management field. John's experience covers a wide array of strategic issues - from analytical resource deployment modeling to implementation planning and execution. Specific tactical problems include scheduling and shift management to increasing employee satisfaction, health, morale and performance.

Over John's career he has implemented solutions with Fortune 500 companies across a variety of industries. Those projects have generated over 150 million dollars in cost savings. John has done this with diverse workgroups across almost every industry focusing on those that do not work the traditional 9-5 schedule. His proven approach has balanced operations and labor savings with employee morale initiatives to make sure cost savings stick.

John is a much sought after speaker and has authored numerous white papers and articles including the 11 Keys to Strategic Scheduling. Booz Allen has awarded the Leading Idea of the Week to his strategy papers twice. John's article entitled "The Overtime Lie" was included in the Hall of Fame issue of IndustryWeek Magazine. Recently he published "The Death of the 8-Hour Shift" and "The Labor Volatility Index" also in IndustryWeek. He serves on the advisory board at HR.com for their Workforce Management practice.

Previously of Merrill Lynch, he is uniquely versed in the economic modeling of flexible labor strategies within seasonal and variable environments and how to minimize adverse costs through performance management. He is a graduate of Wake Forest University where he received a degree in politics with a focus on the political economy.

Representative Experience:

Manufacturing

Kraft Foods, Dannon, BMW, Sargento, Pella Windows and Doors, Nestle, GM, American Axle, Keurig

Call Centers

General Electric, AT&T, Blue Cross Blue Shield of Michigan, Bell Canada, Research In Motion

Utilities

Commonwealth Edison, PECO Energy, Reliant Energy, and Atlanta Gas and Light

Mining

INCO, Saint Lawrence Cement, ICG, and BHP

Distribution

Canadian Tire, Academy Sports and Outdoors, BILO Supermarkets, The Container Store, Toys R Us

Core Practice is a leading provider of operational and labor strategy consulting services with over 20 years of experience designing, developing, and implementing innovative labor solutions. Core Practice's labor strategies combine the best people with the right equipment at the right time and provide clients with a competitive advantage. Core Practice has worked extensively with clients in manufacturing, distribution, contact center, and mining industries. To learn more about Core Practice and what we do, please contact:

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